

IC 2346-78

March 29, 1978

MEMORANDUM FOR: Director of Central Intelligence

FROM:

Deputy to the DCI for Resource Management

SUBJECT: S&T Intelligence and R&D Personnel Exchange Program

1. Action Requested: That you sign the letter to Dr. William J. Perry, Under Secretary of Defense for Research and Engineering (Attachment 1). The letter proposes that a personnel exchange program between S&T intelligence and the DoD R&D establishment be started up as soon as possible.

2. Background:

a. In May 1976, Dr. John Allen, DDR&E's Deputy Director for Research and Advanced Technology (R&AT) suggested that a personnel rotation program of scientific technical intelligence analysts and DoD R&D personnel be created. The exchange program was to renew and enhance the knowledge of the current U.S. technological state-of-the-art and of current and programmed U.S. weapon systems among S&T intelligence analysts by providing them rotational assignments to DoD R&D laboratories and centers. In the exchange, R&D scientists and engineers rotated to intelligence agencies would make positive contributions to S&T intelligence analysis in their specialties, become more familiar with the intelligence process, establish improved contacts with the Intelligence Community, and would learn the strengths and limitations of S&T intelligence in supporting U.S. R&D decisionmaking and weapons acquisition.

b. The development of the concept was given to Dr. John Beling, DDR&E's Assistant Director for Net Technical Assessment. Dr. Beling convoked and led an ad hoc group of representatives from ASD (Intelligence), DIA, CIA, and DDR&E (R&AT) which met and discussed the desirability and feasibility of the concept through the Summer and Fall of 1976.

SUBJECT: S&T Intelligence and R&D Personnel Exchange Program

c. The exchange program concept was accepted by the intelligence and R&D agency representatives, and it was recommended that:

- the exchange program be pursued;
- the DoD Intelligence Career Development Program (ICDP) and its rotational subprogram be used as a model and as a mechanism for DoD civilian analysts;
- non-DoD analysts, such as those from CIA, be included;
- all DoD laboratories, not just those in the Washington area, be considered;
- all disciplines (technologies) relevant to intelligence be considered;
- a significant level of exchange be worked toward;
- long-term exchanges be sought to maximize benefits;
- backing for the program be sought within the participant organizations through appropriate directives and funding; and
- there be a periodic review of the program and its results.

d. The program, however, was not introduced, probably for the following reasons:

- the change of administration brought in new leadership with more urgent priorities;
- DoD reorganizations (for example, the abolition of DDR&E's Office of Net Technical Assessment) reduced the impetus; and
- although all participants in the concept's development were interested in seeing it implemented, none was willing to assume a leadership and management role.

SUBJECT: S&T Intelligence and R&D Personnel Exchange Program

e. The IC Staff recently asked DDR&E, ASD(C³I), Service S&T intelligence agencies, and NFAC whether such a program is still considered to be mutually beneficial and desirable. Their responses (Attachment 2) were uniformly and strongly supportive of such a program. [The single exception was the Naval Intelligence Support Center (NISC), which already has an informal exchange program with Navy R&D centers.]

f. The agencies make the following additional points:

-- the program must be on a quid pro quo basis--the exchanges between laboratories and intelligence must be mutual; and

-- the rotational tours should be nine months to a year in length.

g. The point on which all agencies were in agreement was that such rotations are unfunded at present and PCS/TDY funds should be made available so that initiation of this program would not affect present and projected ceilings on travel and per diem funds or at the expense of other training programs. Dr. Dimmen, Principal Deputy of DDR&E, suggested that since normal programming will not make funds available until FY 1980, the DCI may wish to consider a special fund to start the program off.

h. On the basis of a year's rotational assignment of two persons each from DIA/DT, NFAC, FTD, ESTC, MIA, NISC and NSA (if NSA chooses to participate), the first year's funding of Intelligence Community participation

25X1

3. Recommendation: It is recommended that such an exchange program be initiated on a trial basis as early as possible with DCI funding. The IC Staff will take the initiative in getting the program started, with detailed management of the program left to the agencies, and will review the effectiveness of the program at the end of its trial period.

STAT



Attachments:

1. Memo for DCI's signature
2. Responses

SUBJECT: S&T Intelligence and R&D Personnel Exchange Program

ONED

APPROVED: _____
Director of Central Intelligence

DISAPPROVED: _____
Director of Central Intelligence

4PR 17 1978

DATE: _____

Distribution:

Original - Addressee
1 - D/DCI/RM Chrono w/a
1 - D/DCI/RM Subject w/a
1 - D/OPEI w/a
1 - D/OPP w/a
1 - D/OPBD w/a
1 - C/ID/OPEI w/a
1 - C/SD/OPEI w/a
1 - C/HRD/OPEI w/a
1 - PAID/Subject w/a
1 - PAID/Chrono w/a
1 - PAID/Kridler w/a
1 - ER w/a
1 - RM Registry w/a
1 - DCI

DCI/IC/OPEI/PAID: (17 March 1978)

STAT

Att. 1

The Director of Central Intelligence

Washington, D.C. 20505

APR 17 1978

The Honorable William J. Perry
Under Secretary of Defense for
Research and Engineering
Department of Defense
Washington, D.C. 20301

Dear Bill:

Last year representatives of DDR&E and intelligence agencies found that a personnel exchange of scientific and technical intelligence analysts and Defense R&D personnel would be beneficial to both the intelligence and R&D communities. Such exchanges would: renew and enhance the knowledge of the current U.S. technological state-of-the-art and awareness of current and planned U.S. weapon systems among our S&T intelligence analysts; strengthen contacts between the R&D personnel with the ways that intelligence can support our R&D and weapons acquisition decisionmaking.

Unfortunately, efforts to start such an exchange program lost their momentum during the transition. My Staff has determined that such a program is still considered to be mutually beneficial and desirable. If you think, as I do, that we should start up such a personnel exchange program as soon as possible, please have one of your staff contact Dr. Thomas P. Kridler (376-5550) of the Intelligence Community Staff to help develop an implementation plan.

Yours,


STANSFIELD TURNER

SUBJECT: S&T Intelligence and R&D Personnel Exchange Program
(Ltr to Honorable Wm J. Perry)

Distribution:

Orig - Adse

1 - DCI

1 - ER

1 - D/DCI/RM/Chrono

1 - D/DCI/RM Subject

1 - D/OPEI

1 - D/OPP

1 - D/OPBD

1 - C/ID/OPEI

1 - C/SD/OPEI

1 - C/HRD/OPEI

1 - PAID Subject

1 - PAID Chrono

1 - PAID [REDACTED]

1 - RM Registry

STAT

STAT

DCI/IC/OPEI/PAID [REDACTED] (17 Mar 78)

Att. 2



Approved For Release 2005/03/24 : CIA-RDP83M00171R000200210006-7

DEPARTMENT OF THE ARMY

UNITED STATES ARMY MISSILE RESEARCH AND DEVELOPMENT COMMAND

REDSTONE ARSENAL, ALABAMA 35809

06 MAR 1978

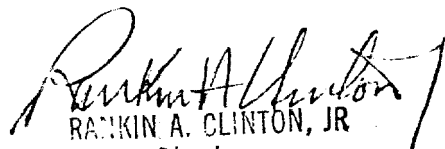
DRDMI-Y

SUBJECT: S&T Intelligence and R&D Personnel Exchange Program

Intelligence Community Staff
The Director of Central Intelligence
ATTN:
Washington, D.C. 20505

1. Reference IC Staff letter (IC 78-2302), dated 13 Jan 1978.
2. The US Army Missile Intelligence Agency (USAMIA) supports the proposed S&T and R&D Personnel Exchange Program as outlined in referenced correspondence. Our experience with rotational assignments to organizations such as the IC Staff, USA Materiel Development and Readiness Command, DIA, and the USA Ballistic Missile Defense Command has proven extremely beneficial to the USA Missile Intelligence Agency.
3. Based on past experience with rotational assignments, I would add the following to your recommendation:
 - Potential program participants be identified early-on and clearance procedures initiated so that R&D personnel can participate in the full range of S&T analysis. The "clearance problem" could be detrimental to the program if not handled correctly.
 - Emphasis be placed on selecting only highly qualified R&D and S&T personnel to participate in the program.
 - Funding to insure continual participation in the program by all concerned should be addressed.
4. I would encourage a meeting with Service production organizations as we have unique administrative problems with this type program.

FOR THE COMMANDER:


RANKIN A. CLINTON, JR.
Deputy Director
US Army Missile Intelligence Agency



RESEARCH AND
ENGINEERING

THE UNDER SECRETARY OF DEFENSE
WASHINGTON, D.C. 20301

1 MAR 1978

STAT

[Redacted]
Deputy Director to DCI, Resource
and Management
Central Intelligence Agency
Washington, D.C. 20505

Dear John:

This responds to a 13 January 1978 IC Staff memorandum from Rodney B. McDaniel on the subject of an exchange program for intelligence S&T and R&D personnel. In short, we concur with the earlier recommendations of the ad hoc DoD group, agree that such a program should be pursued, and welcome the leadership of the IC Staff to get it started. Let me add three notes for your consideration:

1) Currently, such rotations are unfunded. Training budgets in the agencies you have addressed are usually small; normal programming will not make funds available until FY 1980. The DCI may wish to consider a special fund to start the program off.

2) Exchanges of DoD personnel will be quid pro quo.

3) Because of separate manpower authorities and the unique requirements of the cryptologic community, recommend you contact the National Security Agency directly to determine their desire to participate.

Dr. Robert Turner, Mr. Craig L. Wilson (both at 695-9228), and Colonel Donald Carter (695-3042) will be the DoD action officers for this project.

Gerald P. Dinneen

Principal Deputy

STAT

MEMORANDUM FOR: [REDACTED]

SUBJECT: S&T Intelligence and R&D Personnel
Exchange Program

1. In response to [REDACTED] memo on the DoD laboratory/intelligence community exchange program, be assured that I continue to be a supporter of this program.

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2. Members of PSTD could profit in a number of ways from such a program. Many of our new employees are bright young scientists who come to us directly from college but who have had limited research laboratory experience; many have had no military experience or any exposure to the military. Hence a tour in a Defense Department laboratory would be very beneficial inasmuch as these young scientists are responsible for assessing foreign research programs which may have future military significance. Many of our older employees over the years lose touch with the research atmosphere that they once were quite familiar with; their work could be improved greatly by a full time period of renewed exposure to the research laboratory atmosphere.

3. If I can be of assistance in setting up this program, please do not hesitate to call on me.

STAT

[REDACTED]
Chief
Physical Sciences and
Technology Division/SI

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS FOREIGN TECHNOLOGY DIVISION (AFSC)
WRIGHT-PATTERSON AIR FORCE BASE, OHIO 45433



OFFICE OF THE COMMANDER

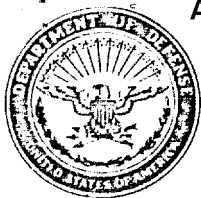
3 Feb 1978

SUBJECT: S&T Intelligence and R&D Personnel Exchange Program
[redacted] Ltr, 13 Jan 78)

TO: [redacted]
Intelligence Community Staff
Director of Central Intelligence
Washington, D.C. 20505

1. The Foreign Technology Division is very much interested in your proposition to exchange personnel between scientific and technical organizations and the research and development community. Although FTD maintains a close relationship with the R&D community at Wright Patterson, we would not want to limit ourselves to an exchange to this geographic area.
2. We will be interested in the reply from the other S&T Intelligence organizations as well as the R&D community and are prepared to meet with any designated group the IC Staff may wish to constitute. Our point of contact for this effort will be Dr. Anthony J. Cacioppo, FTD Chief Scientist, FTD/CCN, Autocon 78-73906.

Harold B. Owens
HAROLD B. OWENS, Colonel, USAF
Vice Commander



Approved For Release 2005/03/24 : CIA-RDP83M00171R000200210006-7

DEPARTMENT OF THE NAVY
NAVAL INTELLIGENCE COMMAND
2461 EISENHOWER AVENUE
ALEXANDRIA, VA. 22331

IN REPLY REFER TO
Ser 00T/9
9 FEB 1978

From: Commander, Naval Intelligence Command
To: Director of Central Intelligence (Attn: Director
of Performance Evaluation and Improvement)
Subj: S&T Intelligence and R&D Personnel Exchange Program
Ref: (a) DCI memo ser IC 78-2302 of 13 Jan 1978

1. Reference (a) requested comments on the desirability of a personnel exchange program between S&T intelligence and R&D personnel. In addition, comments were invited on how such a program might be implemented.
2. The Naval Intelligence Support Center (NISC) presently participates in an informal personnel exchange program with the Naval Weapons Center, China Lake, California and with the Naval Ocean Systems Center, San Diego, California. Each of these laboratories sends two of their scientists or engineers to NISC for a nominal one-year tour of duty while NISC sends one intelligence analyst to each laboratory for a corresponding period. A ratio of two to one was selected because of the relative number of billets available.
3. Although Navy has not solved all problems associated with personnel exchange between the S&T intelligence and R&D communities, considerable progress has been made. This program has the personal attention and support of the top leadership in both the R&D and Intelligence communities in Navy.
4. For these reasons, Navy sees no reason to conduct another study of personnel exchange programs.

S. Shapiro
S. SHAPIRO

Copy to:
CNO (OP-009)
NISC

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DEFENSE INTELLIGENCE AGENCY

WASHINGTON, D.C. 20301

31 January 1978

U-15737/RPM-3

TO: Intelligence Community Staff
Community Headquarters Building
ATTN: [REDACTED]
Washington, D.C. 20505

SUBJECT: Scientific and Technical Intelligence (S&TI) and Research
and Development (R&D) Personnel Exchange Program

Reference: IC Staff memorandum, IC-78-2302, 13 January 1978, subject
as above.

1. The Defense Intelligence Agency agrees that an exchange program between S&TI and R&D personnel is needed and would be beneficial to both communities. The Deputy Director for Scientific and Technical Intelligence has indicated he would support an exchange program although his mission requirements and manpower resources would limit DIA's participation at this time.
2. Our experience with the rotational assignment program indicates that the greatest obstacles relate to the lack of funds for PCS/TDY and the reluctance of managers to give up a valued employee without receiving a replacement. Without particular attention and commitment to these factors, the goals stated in your memo will be extremely difficult to achieve.
3. Representatives from both the DoD S&TI and R&D communities should participate in the effort to establish overall program goals and procedures, and to determine the most effective manner to administer and process these assignments. The procedures currently used for rotational assignments in the DoD civilian Intelligence Career Development Program would be appropriate.
4. [REDACTED] DoD ICDP Staff, will serve as my representative and can be reached at 695-1171.

FOR THE DIRECTOR:

[REDACTED]

Assistant Deputy Director
for Personnel



DEPARTMENT OF THE ARMY
US ARMY FOREIGN SCIENCE AND TECHNOLOGY CENTER
220 SEVENTH STREET, NE
CHARLOTTESVILLE, VIRGINIA 22901

27 JAN 1978

DRXST-OC

STAT

[Redacted]
Community Headquarters Building
Room 3N11
Washington, DC 20505

STAT

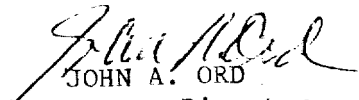
[Redacted]
Reference is made to Intelligence Community Staff letter of 13 January 1978, subject: "S&T Intelligence and R&D Personnel Exchange Program," and our phone conversation of 26 January 1978.

This Center is in favor of a personnel exchange program between the R&D community and the S&TI community, provided it is undertaken in moderation and the following conditions are met:

- a. Exchanges of personnel will be for six months or longer.
- b. Exchanges will be on a one for one basis, i.e., a laboratory or other activity would supply an individual to FSTC to replace an FSTC employee being assigned to the laboratory or activity.
- c. Funds to defray the expenses of such a program would be provided to FSTC in addition to those now programmed, and expenditure of such funds would not affect the Center's present or projected ceiling on travel and per diem.

If the above conditions are met, it is believed that the Center could work out an orderly and profitable exchange with the R&D community with volunteers from our present work force.

Sincerely yours,


JOHN A. ORD
Deputy Director

INTELLIGENCE COMMUNITY STAFF
Approved For Release 2005/03/24 : CIA-RDP83M00171R000200210006-7

17 March 1978

NOTE FOR:

Tom:

This sounds like a good idea. I appreciate the problem associated with making funds available, but technically we can not talk about reprogramming of FY 79 money since the budget is still being considered by the Congress. The only thing we could do formally at this time would be to amend the budget before it is passed. I think you will agree that such a course of action is probably not called for.

I think you should probably modify the letter to eliminate references to reprogramming. Should the DCI concur with the idea, the next step would be to find

Thank you for the opportunity to comment.

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

S&T Intelligence and R&D Personnel Exchange Program

FROM:

EXTENSION

NO.

DATE

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

2.
AC/PAID

3.
D/OPEI

4.
D/DCI/RM

5.
PAID (for expenses)

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

I have coordinated this with [redacted] who thinks it's a good idea. At his suggestion I removed any mention of reprogramming FY 79 money to provide DCI support. Jim noted that finding [redacted] for the program should not be a large problem after the DCI concurs with the idea, and after Congress finishes the FY 79 budget.

Preliminary estimates of the cost of sending one person as far as California for one year, excluding salary, indicates that [redacted] would cover the program's cost. This is based on the worst case assumption that all the people would go as far as California [redacted] for their rotation, which would not be the case.

After the DCI signs the letter to Dr. Perry, I would meet with his staff member and appropriate representatives of the agencies to help them work out the steps involved in getting the program started. Then I would withdraw leaving day-to-day management to the agencies.